

# Leaders Circle Challenge

*Intelligent, Pragmatic Leadership Development*



## **Will what got you here ... get you there?**

The Leaders Circle Challenge program builds the understanding, perspective and bottom-line performance you need most to advance your ideas, your organization, yourself.

## **Leaders' Circle Challenge delivers**

- Strategies to build your team, your organization
- Skills to lead and communicate in key situations
- Tools to increase awareness of how others perceive you
- Methods to improve focus, planning and prioritizing
- Objective feedback on your business case situations
- Understanding to build productive working relationships

## **Program features help you achieve optimal learning**

- Small group (4 - 8 participants) fosters individual focus and total program relevance for your interests
- Program of 12 half-day seminars over 12 months enables you to apply new ideas and master skills
- Blend of cutting-edge strategies and collaborative communications skills results in full range of learning
- Feedback and engagement from group leader and members challenges, supports your advancement

## Why Participate

Do you have the leadership and communications skills your organization needs? Are you as effective at leading, building your organization and communicating as you are at the technical aspects of your job?

*Participate because you have to.* Without strong leadership and communications skills, even the most intelligent people struggle to lead effectively. The Leaders Circle Challenge gives you the understanding, skills and strategies you need lead and communicate, build and add optimal value in your organization.

*Participate because you want to.* Perhaps you're already skilled at leadership and communications, but you want to improve further. The Leaders Circle Challenge will provide new tools, fresh ideas, advanced levels of performance and out-of-the box thinking to help you achieve higher levels of performance.

*Participate because it's interesting.* Working in a small group from a strategic mix of businesses, you'll learn how people outside your usual frame of reference think, react, struggle, succeed. You'll work closely with people who share your interests, your concerns, people who offer you objective feedback on your own situation.

*Participate because it pays.* Leaders' Challenge is one of the best investments you can make not only in your job performance and career development but also in your ability to help and challenge others, and to add greater value in your organization.

## Who Participates

People who get the most from the Leaders' Challenge program include those who:

- Are taking on new job responsibilities that involve more leadership and communications tasks
- Want to accelerate their career and professional development
- Want to address challenges they're facing in their leadership and communications work
- Aim to bring their leadership and communications skills up a level
- Are willing to give and get objective feedback as a vehicle for their learning
- Are open to new ideas and challenge, willing to try new methods

## How To Participate: Program Structure, Format Advance In-Depth Learning

Intentionally designed to achieve in-depth learning, the program consists of:

- Small groups ensuring in-depth focus on individual interests
- Accelerating competence in the most important leadership skills
- Monthly half-day seminars scheduled with participant input
- Meetings held on site at participants' offices
- Participants' work between seminars applying strategies and skills
- Participants meeting with each other and the program leader informally between group sessions to maintain continuity and momentum
- Focus on in-depth understanding and fully applying the most important skills

## Program Content / What You'll Learn

- **Improving awareness.** Are others listening, agreeing when you talk, accepting your ideas? Knowing how others perceive you is essential for effective leadership. You'll learn strategies and skills to know in depth how others perceive you, and to respond effectively to maximize your impact.
- **Using 360 surveys and personality profiles skillfully.** You've done a 360 Survey on yourself and somewhat understand your Myers-Briggs Personality Type, but can you put these insights into practice? You'll learn and apply tools to translate your insights into effective everyday leadership practices.
- **Clarifying goals.** What is your Vision? What do you really want for your team, your organization, yourself? Can you communicate your Vision so others fully understand? You'll learn methods to express your Vision and goals in a form that inspires, motivates and clearly explains your most important ideas.
- **Developing and using a strategic plan.** Can you use your Vision to develop an effective strategic plan for your organization? Do you understand what strategic planning is and why it's essential for every organization? You'll learn strategic planning methods and develop a strategic plan that meets your organization's needs.
- **Understanding business intelligence data.** Revenue and profit, manpower and staffing, regional and global economy numbers - data really meets your needs? You'll learn what a "balanced scorecard" is and develop one for your own leadership uses. You'll master intelligence survey design and analysis.
- **Improving one-on-one communications.** Much of the work of leadership happens in conversations. Negotiating, informal influencing, giving and receiving feedback. Your one-on-one communications skills can advance, stall or undermine your best thinking. You'll learn strategies and skills to consistently perform at high levels in the one-on-one situations that matter most for your work.
- **Presentation skills.** Do your presentation skills fully do justice to the quality ideas you're presenting? Can you do better than "walking people through your slides" and tell a compelling story? The LCC program will take your confidence, comfort and impact on others to the higher levels your role requires.
- **Leading productive meetings.** Groups make so many key decisions and try to solve so many pressing problems. But groups too often make poor decisions and underperform. You'll learn to run meetings that fully engage participants, tap into their most productive thinking and achieve optimal results.
- **Interviewing skills.** Your new hires provide the foundations of your organization. Will your interviewing skills identify "fools gold" candidates and lead you to the real thing. You'll learn behavioral interviewing methods that enable you to distinguish between people who "look good on paper" and those will truly perform.
- **Building your team.** Are the people you work with a group, or do they really function like a team? Hiring great individuals in no way ensures great team performance. You'll learn and apply skills to shape your people into a team that consistently performs at the highest levels.
- **Building your organization.** Vision, Awareness, People, Communications, Numbers. Can you put the pieces together to build a thriving organization? The Leaders Circle Challenge program delivers that strategies, skills, book smarts and street smarts you need to breathe life into your best ideas. You'll build foundations for your organization's lasting success and continuous improvement.

## Program History, Alumni, Sponsors

Since we began in 1999, we have led 50+ programs with over 300 participants, consistently earning 90% “Excellent” participant evaluations. We have also developed customized, focused programs to meet the needs of specific groups and organizations.

Organizations that have enrolled participants in the programs include Adidas-Reebok, Agrivida Biofuels, Avecia Pharmaceuticals, Babson College, Biomodels, CBT, CONNCAN, Consigli, EYP A/E, Harvard University, Helping Hands, Keyes North Atlantic, Lee Kennedy Company, Massachusetts General Hospital, New Balance, Oak Foundation, PCA Architects, Pfizer, Inc, Philips Medical, Pulmatrix, Reebok, Skanska, Town of Andover, TRO, Tsoi-Kobus, Vithera, Williams College, Williams & Frehsee, WSP Engineering, and many more.

## About William Ronco

President of Gathering Pace Consulting, Dr. William Ronco consults on strategic planning, partnering and leadership training for some of the world’s best-run organizations: Fortune 500 corporations, colleges and universities, professional firms, technology companies, hospitals, pharmaceutical companies, construction companies, government and community organizations.

Recent projects include:

- Training for 900 scientists at global pharmaceutical company to improve problem-solving and decision making in review boards’ work with drug development teams
- Managing the merger of acquisition of a mission critical engineering and facilities firm by a leading global electric company
- Updating and upgrading the performance management process for a large pharmaceutical manufacturing facility. Providing training for all executives, managers, supervisors and employees to fully implement the new processes
- Developing and delivering leadership, presentation and communications skills training for key managers and staff in a mid-sized biotech company
- Strategic planning. Dr. Ronco’s strategic planning work has enabled numerous organizations to resolve current problems and develop new paths for success.
- Partnering and teambuilding. An international expert in this area, Dr. Ronco has led over 200 successful partnering projects resulting in improved communications and performance in science, engineering, outsourcing, service, mergers, government, education, design and construction. His book *The Partnering Solution* (Career Press, 2005) has earned strong, positive reviews.
- Custom training. Dr. Ronco’s custom training programs consistently earn 90% Excellent ratings. His programs have helped thousands of participants improve key management, supervision, communications, team and consulting skills.

In addition to *The Partnering Solution*, Dr. Ronco has written numerous articles and several other books: *Partnering Manual For Design and Construction* (NY: McGraw Hill, 1996), *Food Co-ops* (Boston, Beacon Press, 1974), *Jobs* (Boston, Beacon Press, 1977) and, with Lisa Peattie, *Making Work* (NY: Plenum Press, 1980). He wrote the Reports on Leadership and Teambuilding for the *AIA Practice Manual* (Wiley, 2008)

Dr. Ronco’s regular Leadership blog on *Genetics Engineering and Biotechnology News* provides useful insights for leaders in all organizations, <http://www.genengnews.com/search?q=ronco>

A former professor in the MBA program at Northeastern University, Dr. Ronco earned his B.A. at Rutgers University, his Ed.M. at Harvard University and his Ph.D. in Organizational Learning at the Massachusetts Institute of Technology.

### Program Fee, ROI, Outcomes Benefits

The Leaders Circle Challenge program pays for itself many times over in the bottom-line performance and productivity gains participants achieve. One of the best investments your organization can make,

The Leaders Circle Challenge provides excellent ROI, return on your training and development investment in:

- Improved performance of leadership tasks that contribute most to your organization's bottom-line financial performance
- Increased focus on goals, priorities, mission, vision
- Acquiring, reinforcing essential skills and leadership competencies
- Inflow of innovation, best practices and new approaches
- Benchmarking against industry standards
- Raising the bar understanding what's possible
- Developing new processes, methods and practices
- Increasing job satisfaction, retention and career development

### Program Fees, Cost Comparison

Fee for the complete Leaders' Circle Challenge program is \$5,600. This includes twelve half-day seminars spread over a year, conference calls between meetings, one-on-one meetings, readings, 360 Survey results, analysis and action planning.

This level of fee compares very favorably with other leadership training. Typical five-day leadership seminars offered by the American Management Association, universities, and professional associations cost \$5,000 - \$8,000. Leaders Circle Challenge costs less, it also delivers greater value than these.

Leaders Circle Challenge's small group, year-long structure ensures much more effective individual focus, relevance and skills mastery than traditional one-time programs can possible achieve.

### Is Leaders Circle Challenge Right For You?

Though it's an excellent program, Leaders Circle Challenge may not be right for you at this time in your career development.

Contact us directly to explore your learning goals in more detail and discuss the specific outcomes you can achieve in the Leaders Circle Challenge program.

Email William Ronco at [wronco@gatheringpace.com](mailto:wronco@gatheringpace.com) or

Call him at Gathering Pace Consulting (617) 686-5005.